



INDIANA UNIVERSITY

The INTASS Project **Center on Education and Lifelong Learning**

February, 2016

Dear Dr. Robison,

It is with great pleasure that we write to inform you that Zionsville Community Schools (ZCS) has met the State Board of Education (SBOE) and the Indiana Department of Education (IDOE) criteria to be recognized as having achieved EXEMPLARY status for the development and implementation of the ZCS Teacher Evaluation System. ZCS reached 98% fidelity on the Indiana Teacher Appraisal System of Supports (INTASS) Fidelity of Implementation Scale. This scale measures the implementation of educator evaluation systems that have been developed using features that reflect best practices and high standards. The INTASS review team was impressed with the manner in which you and your teacher evaluation leadership team reviewed your educator evaluation plan and discussed its implementation in an open and collegial manner. Specifically, we were impressed with the following aspects of your plan and implementation:

- ✓ The staff survey results showed overwhelming agreement that your evaluation system is a supportive, collegial, and transparent system.
- ✓ The various documents and internal structures to communicate information about teacher evaluation in a timely and transparent fashion have resulted in a clear understanding of expectations among teachers.
- ✓ The district has provided meeting time for teachers and administrators to discuss sections of the observation rubric, leading to greater rubric fluency in the district.
- ✓ Evaluation information and resources on the district website are exceptional.
- ✓ The implementation of a supportive and proactive 90-day Plan of Assistance is, leading to a majority of teachers who need this support improving their practice and staying in the district.
- ✓ The purposeful nature in which the district conducted a pilot year that provided an opportunity for staff feedback and data to guide successful plan implementation with staff support.
- ✓ The training and support the district has provided to evaluators is extensive and on going, including a new staff academy.
- ✓ The district has provided for the tracking and discussion of inter-rater reliability, which indicates a desire to ensure valid and reliable evaluation ratings.
- ✓ The district evaluations for teachers, administrators and Superintendent are aligned.

- ✓ The variety of assessments being used for student learning data demonstrates multiple measures to determine growth and achievement profiles for individual students as well as school classrooms.
- ✓ The district has a solid process for the creation and review of local assessments.

As noted by your team during the implementation review, the ZCS educator evaluation system has added great value to the culture of teaching and learning in your district. You and your staff have experienced an increase in instructional effectiveness and teacher growth and development by engaging in meaningful, reflective dialogue as a result of high quality teacher evaluation experiences.

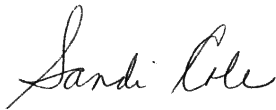
After our notification to the SBOE and IDOE of your district's accomplishment in teacher evaluation, Zionsville Community Schools will be honored at an upcoming State Board of Education meeting in Indianapolis. At that meeting, the SBOE will present you with a resolution acknowledging this accomplishment and recognizing the district's educator evaluation plan development and implementation as exemplary. We hope that you and a representative team from your district can attend.

Congratulations to you and your district for receiving this distinction.

Sincerely,

A handwritten signature in cursive script that reads "Hardy Murphy".

Hardy Murphy, Co-project Director INTASS

A handwritten signature in cursive script that reads "Sandi Cole".

Sandi Cole, Co-project Director INTASS